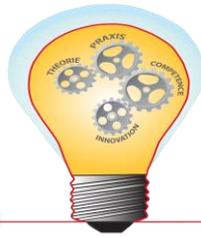




ДП БГЦПО

Kom-Inno



Co-funded by the
Erasmus+ Programme
of the European Union

Project Kom-Inno „Verbesserung der Kompetenzen des Personals zur Ausarbeitung und Anwendung von innovativen Ansätzen in der beruflichen Bildung der Risikogruppen auf dem Arbeitsmarkt

Проект Kom-Inno „Подобряване на компетентностите на персонала за разработване и прилагане на иновации в професионалното обучение на рискови групи на пазара на труда“

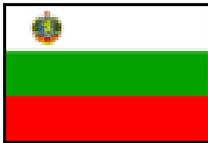
Erasmus+, KA2, Transfer of innovations, Project “Kom-Inno”, № 2019-1-BG01-KA202-062351

Project Kom-Inno

Promoting the personnel’s competences for elaboration and implementation innovative approaches by VET of unemployed people from the risk group on the labour market

(01.09.2019 - 31.08.2021)

Project beneficent:



ДП БГЦПО



State enterprise “Bulgarian-German Center for vocational training”- DP BGCPPO

Project partners:



Agence nationale pour la formation professionnelle des adultes National agency for adults vocational training, France



Berufliches Bildungs- und Rehabilitationszentrum Österreich – BBRZ Ö, Austria

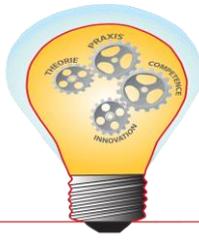


Internationaler Bund, Freier Träger der Jugend-, Sozial- und Bildungsarbeit e.V., Germany





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DP BGCPO works sustainable to extend the methodological and organizational competences of its staff to work with main target group – unemployed people from risk groups on the labour market – people with different disabilities. Due to the low level of unemployment rate in Bulgaria, their number was drastically increased. Quantity domination of participants with basic characteristics “Association and Demotivation for work and training” has negative impact on the training microclimate, work of the staff and the results of the training. Stress and tension occur; the success of the vocational training is jeopardized.

DP BGCPO’s staff needs new methodological approaches, forms and methods when training and caring, such as dual form of training as a good decision for the target group, a phase for preparation for vocational training, strengthened social work for improving social skills and key competences, new playing and creative methods – all this is applicable to adults.

This project is sort of continuation of DP BGCPO’s “FokusDual” project with extended and completed goal. “FokusDual” intellectual objects – mainly the guidance for dual training, are aimed at the companies – employers and mentors. The practice of actively distribution of “FokusDual” results through the last years shows that to a very big extend the companies relies on DP BGCPO’s staff when implementing dual training, because they themselves don’t have the capacity yet for organizing

the training process and to deal with the trainees. The DP BGCPO staff itself shows it has shortcoming of competences, because it lacks experience for this new form of vocational training, such as teachers' tasks - a methodology according to the regulation for dual training, the preparation of specific teaching materials, curriculums for practical training, etc.

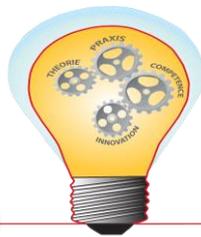
The project’s aims are:

1. The necessary extending of the staff competences for implementing innovative methods like:
 - organization and methodology for dual training as a support for the companies;
 - methods for vocational approach, training of the risk groups and total caring with final goal professional and social inclusion.
 - definition of the trainers tasks – methodology.





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2. Strengthen the capacity of partners organizations as "training organizations", and as future “Center of Excellence“.

3. Strengthen the competences for International cooperation with a partnership at European level to analyze pan-European problems at the training politics and to develop innovative approaches for their solution.

The project involves permanent employees of the DP BGCPPO- 24 of 85: management, training and administrative staff - all long-time employees with qualifications and experience, directly involved in the supervision and training of unemployed people.

The project activities include:

-target-actual-analysis of the problems / critical situation with the risk group and the necessary new competencies of the personnel,

-4 work meetings: the first one in Bulgaria at DP BGCPPO as a kick-off meeting, the 2., 3. and 4. in Germany, Austria and France for monitoring project implementation;

-3 Trainings for 2 partners for: analyzing risk group, sharing experiences, developing innovative training and caring approaches,

-one closing of the project as workshop in Bulgaria for politics in training,

-Elaboration of Guidance, 5 curriculums on dual principle, and training modules for key competences

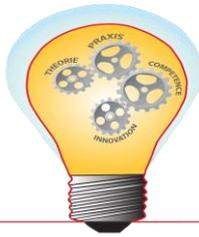
- Distribution and usage at DP BGCPPO and the two partners.

This will be achieved through the following methodology: exchange of good practices and ideas, indepth study of relevant experience, observing the application of tailor-made methodology for training and evaluation of social skills, adapting the curriculum modules to the needs of the risk group, dealing with critical situations, group and individual work, psychological support, counseling, coaching, communication.





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Results:

-Material products – innovative products:

O1. A Guidance as a composition of all innovative training and caring approaches

O2 and O3 - 5 (five) curriculums on dual principle

O4. Curriculum/ additional modules in the training programme for preparation, caring of the risk groups during the vocational training and the following professional and social integration.

Non-material added value – quality improvement of the vocational training through new methodological and organizational approaches.

Innovative approaches will become an integral part of the andragogical approaches in DP BGCPPO, they lead to improvement the microclimate of work and training, improve the employability of trainees, and thus improve the quality and productivity of vocational training, and this guarantees the long-term benefits of the project.